

ICS 83-3351  
18 March 1983

21 MAR 1983

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MEMORANDUM FOR: Acting Director of Central Intelligence

FROM: Eloise R. Page  
Acting Director, Intelligence Community Staff

SUBJECT: Army ACSI Proposed Survey of DoD and Intelligence  
Community Requirements for Foreign Language and Area  
Expertise

1. Action Requested: None, at this time. This is for your background information.

2. Background:

a. In the Department of Defense Authorization Act, 1983, the Congress directed the Army to fund an assessment of "the requirements of the Defense Department and the Intelligence Community for a national research resource base which promotes the study and understanding of foreign languages, in particular, the Soviet Union, and which supports the unique requirements of the Army and other military intelligence users for high quality, informed research on matters of special interest which require such understanding."

b. Responding to the congressional directive, the Army, under the general guidance of the Department of Defense-University Forum, awarded a primary contract to the Association of American Universities (AAU) for an "Assessment of the National Research and Advanced Education Resource Base in Foreign Languages and Area Studies."

c. The primary contract requires the AAU to let a sub-contract to assess "the requirements for area studies and related foreign language expertise as required by the Department of Defense and other users of intelligence." Proposals have been received for this sub-contract from the Stanford Research Institute (SRI) and the National Institute for Public Policy (NIPP). (You should be aware that in its proposal SRI stated that "General Eugene F. Tighe, Jr., former Director, Defense Intelligence Agency, and Admiral Bobby R. Inman, former Director, National Security Agency, and former Deputy Director of Central Intelligence, have agreed to work with the project team and to review and comment on the report and its conclusions.)

d. In discussions with Lt Col Lyman B. Kirkpatrick, representing the Army ACSI, who referred both the AAU contract and the proposals from SRI and the NIPP for IC Staff comment, we made the following points:

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(1) An "Assessment of the National Research and Advanced Education Resource Base in Foreign Language and Area Studies" could be of considerable interest and value to the Intelligence Community as a whole as well as to the Department of Defense.

(2) A comprehensive Survey of Intelligence Consumers was conducted at the direction of the DCI in 1981-82 under the aegis of an Intelligence Community Working Group reporting to the Intelligence Producers Council. Copies of the final report of the Working Group, as well as the report prepared by the IC Staff for its internal use would be made available to the Army ACSI. A separate report prepared by DIA for internal DoD use could be obtained from DIA. We are convinced that neither the DCI nor senior officials of CIA, State, or other Community elements would approve an additional user survey such as that proposed by AAU or SRI at this time nor would they be likely to approve a study by a non-intelligence entity at any time.

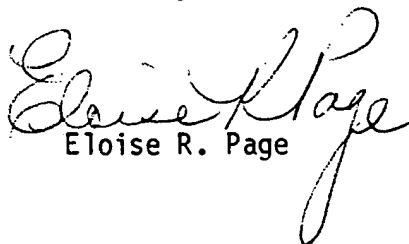
(3) The IC Staff's Planning and Policy Staff is presently engaged in reviewing the present and future needs of the Intelligence Community for specialists in the fields of economics, science, technology, foreign areas, and languages. As part of that effort, the FLTC has levied a requirement on its members for data on their present resources of persons with foreign language and collateral skills and their future requirements for such personnel. The Department of Defense contribution to this study is being coordinated by Mr. Craig Wilson. It is already apparent that this is a most difficult task since the various programs involved (both in and outside the Defense Department) have data bases varying widely in composition and reliability. Any investigation into these matters now by an independent contractor would not only be redundant but would unnecessarily complicate an already difficult task.

(4) The IC Staff is fully aware of the Army's responsibility to carry out the mandate of the Congress levied on it in the Defense Authorization Act, 1983. We would propose that, given the time constraint under which the Army is working, the fact that an intelligence consumer survey has already been done, and that the IC Staff, in conjunction with Community elements is attempting to assess the Community's needs for area and language expertise, the Army concentrate its efforts on the needs of the DoD for area studies and foreign language expertise. Should the Army feel required to assess Community, as opposed to DoD needs, the IC Staff, subject to the approval of the DCI, would provide such assistance as it could.

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e. Col Kirkpatrick, taking note of the IC Staff position, said that General Odom also had serious reservations concerning the proposals submitted by both SRI and the NIPP. Col Kirkpatrick would advise General Odom of the IC Staff concerns. No investigation into the Community's needs for area and language expertise would be undertaken without DCI coordination. We shall keep you apprised of developments.

3. The Congressional directive to the Army, to assess the Community's capabilities in foreign language and area studies and to review the role which the academic community would play in providing DoD and the Intelligence Community with personnel trained in foreign areas and languages, is but one indication of Congressional concern with this problem. We are attaching the answers to questions from the HPSCI and the SSCI recently directed to this Staff on this subject.

  
Eloise R. Page

Attachments:

1. HPSCI Questions and Answers
2. SSCI Question and Answers

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## HOUSE PERMANENT SELECT COMMITTEE ON INTELLIGENCE

8 March 1983

### Questions and Answers

#### Linguists

What are the Community plans with regard to the linguist shortage problem? What are we doing in the way of retention of linguist experts? Is the DLI adequate?

Following upon discussions between senior officials of the Department of Defense and the Director and Deputy Director of Central Intelligence in late 1981 and early 1982, the DCI created the Foreign Language Training Committee (FLTC) in the spring of 1982 to "serve as the focal point within the Intelligence Community and others elements of the United States Government, for all matters dealing with the recruitment, training, and retention of personnel with requisite foreign language expertise to serve the needs of the Community." The FLTC, in conjunction with CIA, the Department of Defense (including NSA, DIA, and the Uniformed Services), and the FBI, is reviewing the current and future requirements of individual programs and the Community as a whole for personnel with foreign language and collateral skills for the near future and the outyears. In coordination with the IC Staff's Planning and Policy Staff, the FLTC is attempting to assess the availability to the Community in the future of language qualified people from academia. The FLTC is also reviewing the various language incentive awards and selective enlistment and reenlistment bonuses used by members of the Community to attract and retain language qualified personnel. Retention of qualified linguists, however, depends to a great extent on the career possibilities for such experts within their individual programs. The Uniformed Services, as well as other members of the Community, are reviewing their career tracks for linguists and will, if appropriate, make suitable recommendations to their appropriate agency/departmental officials.

The supervision of the DLI is the sole responsibility of the Department of Defense. However, the FLTC works closely with those elements of DoD directly involved with the DLI. There is close coordination between the DLI and the Foreign Language Schools of both CIA and the Foreign Language Institute on such matters as definition of levels of language competence, curricula, the use of computer-assisted instruction and study, etc. Representatives of the FBI, CIA, FSI, and the IC Staff were all present, at the DLI's invitation, at the early February DLI Annual Program Review in Monterey and have reported most favorably on the work being done there.

Attachment 1

## SSCI QUESTIONS

### NFIP OVERVIEW

25 February 1983

#### QUESTION AREA: General

QUESTION 8. The lack of skilled personnel is a major theme throughout the budget justification material. The same theme echoes throughout the general defense establishment and within the private sector. In the justification you state: "Methods must be found during the remainder of this decade to ensure intelligence access to the necessary talents and skills. The shortage of linguists and regional analysts will be particularly critical, but engineers and technical specialists will also be in short supply."

- A. Have there been general discussions within the Administration about the shortage throughout government and industry of skilled individuals? How has the Intelligence Community participated?
- B. What particular methods is the Community considering to attract the limited number of skilled individuals needed, particularly in light of higher salaries in the private sector for many of the same skills?
- C. Are you having now or do you anticipate any serious retention problems with linguists, engineers, and other technical experts? If so, how do you plan to address this problem?

#### ANSWER.

- A. A major theme to emerge from the 1985 Intelligence Capabilities Study was the need to anticipate a number of near- and long-term manpower trends. Among those trends are the present shortage of language specialists, the tightness in the supply of electrical engineers and computer Scientists, and the future availability of area and international specialists. The problem is all the more pronounced as the Intelligence Community finds itself in the midst of rebounding from a decade of imposed manpower drawdowns. The President responded to the Capabilities Study with instructions to emphasize analysis, human source collection and counterintelligence, all manpower intensive activities.

[REDACTED]

In response to the present shortage of language specialists, the DCI established in 1982 the Foreign Language Training Committee whose membership includes the intelligence agencies and the Department of Defense. The Committee was created to focus attention and efforts on addressing government requirements for foreign language capabilities.

[REDACTED]

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Attachment 2

The Community also is represented on a government/academic working group investigating methods to increase funding for area and international studies, and to encourage the future supply of skilled university graduates in these fields. The working group was tasked to generate a specific proposal at a conference on the same subject held in early-1982. Participants were drawn from the academic community and from throughout the Federal Government. [redacted]

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- B. The major career attraction that the Intelligence Community has to offer is the promise of exciting career opportunities in a service of vital concern to the national security, and working at the cutting edge of technological developments and/or at the forefront of international issues. We have emerged from the period when our ability to deliver this message was severely constrained. We are now recruiting more aggressively on college campuses and within the private sector for people who measure up to our standards and who are motivated by careers in national service. [redacted]

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- C. We do not now have a serious retention problem with respect to our total workforce, although we may face higher rates of turnover in the future. Language skills frequently provide entry into the Intelligence Community and lead to other intelligence careers and thus are in constant demand. We have implemented a number of innovative remedies to address this problem including hiring and training high school graduates with aptitudes for foreign languages. [redacted]

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The Intelligence Community Staff is investigating the manpower question with the objective of identifying long-term problem areas and suggesting remedies. Even an early look at the issue suggests that no one solution will alleviate the problem, but that we may well require an array of initiatives. [redacted]

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